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*feelings 1  
1968*

16 MAY 1968

MEMORANDUM FOR THE RECORD

SUBJECT: Briefing on Career Trainee Program  
9 May 1968 - 1500 Hours

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[Redacted]

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2. [Redacted] conducted his briefing along the lines of the "CTP Status Report" which is attached hereto.

3. Insofar as recruitment and processing are concerned, there are no foreseeable problems. A minor delay is being occasioned through the non-receipt of medical disapprovals for an average five-week span after the medical examination. Medical approvals are received within two weeks. With the cut back in program levels the program managers would prefer to pick up people with military obligations only in unusual circumstances. Experience has shown that the Agency has little control over an individual until he finishes his military service, at which point he may or may not decide to remain with the Agency as a civilian.

Mr. Bannerman joined the briefing at this point.

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4. [Redacted] made a bid for the CT retaining the SJ career designation through his second promotion, and until all parties were satisfied that the placement of the CT was OK. The basic reason for the retention of the SJ designation would be to solve an administrative problem within the Clandestine Services. This involves difficulty in securing second promotions for CT's when it is necessary to process these promotions through the Clandestine Services Promotion Panels. As SJ designees they could be easily promoted by the CT Program, with the concurrence of the desk to which the CT is assigned.

Mr. Bannerman said that he feels that the Support Directorate's new assignment policy is a good system and that he wants to keep the present transfer and redesignation system.

JK.

5. Mr. Bannerman picked up the item on the delay in medical disapprovals and said that he wanted this looked into.

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6. [Redacted] commented on the necessity for a better practical explanation of the duties of "support officers." He has the feeling that many CT's go through the program without really understanding what a support officer does.

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Mr. Bannerman suggested turning [Redacted] loose on this problem to see what he could come up with in the way of practical problems, etc. that might be posed to the CT's.

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7. In general discussion of the CT Program levels for FY '69 and FY '70, Mr. Bannerman said that it was apparent that the program must plan to carry some 50 Clandestine Services CT's for FY '69. Although it will be necessary to reduce the number of CT's in the three courses each year, Mr. Bannerman said that he does not want to see the system break up. Classes should not be cut out, but reduced. [redacted] suggested that the November 1968 class should be in the neighborhood of 40 to 50 trainees.

8. The briefing adjourned at 1640.

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Special Assistant to the  
Deputy Director for Support

Distribution:

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CTP STATUS REPORT

I. Recruitment and Processing

A. The number of new files received by CTP during January - April 1968 is 369, 40% fewer than during the comparable period in 1967.

B. CTP rejection rate after file review has jumped from 17.5% to 50% during the comparable four month periods.

C. There has been a slight increase in the rate of applicants who decline; we perceive no significantly new factors in this area.

D. Although it is difficult to present supporting statistics, it is the impression of the CT Staff as a whole that we are seeing better, even if fewer, candidates this year.

E. Applicant processing continues to be relatively smooth; the field investigative period for applicants cleared in February, March and April 1968 averaged 80.3 days. These are two problem areas:

*approvals = 2 weeks*

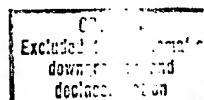
*no rejections*

1. official notification of medical disapprovals is received by CTP approximately five weeks after the applicant is examined; this keeps the applicant waiting because no notification or other consideration can be given the applicant until official notification is received.
2. suspension of campus testing has precluded a really thorough and informed file review and also delays CTP decision on most applicants by about three weeks.

II. Training

A. The basic training package for all CT's was reduced from 13 to 12 weeks by shortening the course on International Communism from four to three weeks.

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III. Placement

A. CT assignments to the DD/I have been centralized in the DD/I Administrative Staff, as recommended by last year's Inspector General Report. This system is not working well, due primarily to:

1. insufficient knowledge on the part of DD/I Admin Staff concerning the jobs actually available, and their nature, in DD/I;
2. lack of familiarity with the CT's themselves and of communication with the CT Staff;
3. a somewhat greater concern for a statistical distribution of CT's to all the DD/I offices than for assignment to an available job for which the CT is most appropriately qualified.

B. The Support CT Program - a special problem, quantitatively and qualitatively. Please see charts on requirements for FY 1969 and 1970.

C. Clandestine Services Placement - a serious problem. Please see charts on requirements for FY 1969 and 1970.

IV. The Female CT *About 10% of those have been Females - should be less so in future -*

A. The DD/I, noting that 50% of its women professionals hired during the five-year period FY 1963 - 67 have resigned, is generally disinclined to seek female CT's. This is especially true of OCI [redacted] which believe they have too many already, and of DCS which prefers men almost exclusively.

B. The DD/P, given its present tight budgetary, personnel, and overseas situations, is placing emphasis on male CT's for agent handling responsibilities. CTP has been advised informally to curtail its selection of female CT's for the CS.

V. The Military CT

A. The question of career motivation is a major concern in selecting CT applicants for military sponsorship. The recent elimination of draft deferments for most types of graduate work has resulted in our seeing a

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large number of candidates who can be expected to enter, or re-enter, graduate work immediately after military service. In cases where this seems likely, it is current CTP policy not to sponsor the applicant for military service but to stimulate and encourage his re-application at a later date.

B. A question we should like to have considered is that of placing military CT's on a job for the period - usually one year - that they are detailed to the Agency, enrolling them in Training only after they opt for civilian employment with the Agency.

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CTP Recruitment & Processing

I. Summary of Actions (Externals) FY 1967 and 1968

|  | <u>July-Dec. '66</u> | <u>Jan-April '67</u> | <u>July-Dec. '67</u> | <u>Jan-April '68</u> |
|--|----------------------|----------------------|----------------------|----------------------|
| New files  | 341                  | 603                  | 395                  | 369                  |
| Returned by CTP/Pers   |                      |                      | 83                   | 131                  |
| Rejection by CTP based on file review                          | 60                   | 126                  | 39                   | 56                   |
| Cases put in process<br>(Monthly av., no. of cases in process) | 290<br>(336)         | 475<br>(398)         | 262<br>(334)         | 209<br>(279)         |
| Actions cancelled - total                                      | 342                  | 174                  | 317                  | 213                  |
| Reasons for cancellation:                                      |                      |                      |                      |                      |
| Applicant declined   | 199                  | 99                   | 148                  | 97                   |
| Rejected by CTP before interview                               |                      |                      | 2                    | 13                   |
| Rejected by CTP after interview                                | 58                   | 35                   | 107                  | 65                   |
| Medical disqualification                                       | 12                   | 16                   | 9                    | 15                   |
| Security disqualification                                      | 43                   | 20                   | 38                   | 9                    |
| Panel disqualification   | 15                   | 3                    | 11                   | 5                    |
| Applicant postponed decision                                   | 15                   | 1                    | 2                    | 2                    |
| Budget and Ceiling Reject                                      |                      |                      |                      | 7                    |

EOD's

II. Applicant Processing & Declines

|          | <u>1966</u>       | <u>1967</u>     | <u>1968</u>       |
|----------|-------------------|-----------------|-------------------|
|          | <u>In Process</u> | <u>Declines</u> | <u>In Process</u> |
| January  | 246               | 6               | 289               |
| February | 351               | 21              | 349               |
| March    | 418               | 20              | 446               |
| April    | 450               | 25              | 510               |
|          |                   |                 | 45                |
|          |                   |                 | 249               |
|          |                   |                 | 35                |

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GROUP 1  
Excluded from automatic  
downgrading and  
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CAREER TRAINING PROGRAM

Requirements - Transfers

FY 1968

|        | <u>Requirements</u> | <u>Transfers (est.)</u> | <u>Difference (est.)</u> | <u>Carryover</u> |
|--------|---------------------|-------------------------|--------------------------|------------------|
| DD/I   | 55                  | 69                      | + 14                     | 0                |
| DD/P   | 140                 | 140                     | 0                        | 52               |
| DD/S   | 55                  | 43                      | - 12                     | 0                |
| DD/S&T | 10                  | 2                       | - 8                      | 0                |
| DCI    | 5                   | 3                       | - 2                      | 0                |
|        | <u>265</u>          | <u>257</u>              | <u>- 8</u>               | <u>52</u>        |

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8 May 1968

Requirements -- Estimated Transfers

FY 1969

| <u>Requirements</u> | <u>Estimated No. Available<br/>for Transfer</u>        |          |
|---------------------|--|----------|
| DD/I 55             |  | 58       |
|                     | From March 1968 Class (60) - 20                        |          |
|                     | From July 1968 Class (75) - 20                         |          |
|                     | From Nov 1968 Class (60) - 18                          |          |
| DD/P 115            |  | 182      |
|                     | Already assigned but carried<br>over to FY 1969 - 52   |          |
|                     | Still in training from Dec<br>67 & Mar 68 Classes - 90 |          |
|                     | From July 1968 Class (75) - 40                         |          |
| DD/S 30             |  | 39       |
|                     | GENERALISTS From March 1968 Class (60) - 12            |          |
|                     | GENERALISTS From July 1968 Class (75) - 15             |          |
|                     | From Nov 1968 Class (60) - 12                          |          |
| DD/S&T 5            |  | 3        |
| DCI 5<br>210        |  | 3<br>285 |
|                     | Allowance for Attrition                                | 20       |
|                     | Total for Year   | 305      |

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Requirements -- Estimated Transfers

FY 1970

| <u>Requirements</u> | <u>Estimated No. Available<br/>for Transfer</u> |
|---------------------|---|
| DD/I 55             | 55  |
|                     | From March 1969 Class (60) - 18                 |
|                     | From July 1969 Class (60) - 19                  |
|                     | From Nov 1969 Class (60) - 18                   |
| DD/P 60/75?         | 142   |
|                     | Carryover from FY 1969 - 67                     |
|                     | From Nov 1968 Class (60) - 25                   |
|                     | From Mar 1969 Class (60) - 25                   |
|                     | From July 1969 Class (60) - 25                  |
| DD/S 30             | 36  |
|                     | From Mar 1969 Class (60) - 12                   |
|                     | From July 1969 Class (60) - 12                  |
|                     | From Nov 1969 Class (60) - 12                   |
| DD/S&T 5            | 3   |
| DCI 5<br>155/170?   | 3<br>239<br>15<br>254                           |

Allowance for Attrition  
TOTAL FOR YEAR